



Industry-Driven Workforce Development in the Delta Region and Beyond

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David Rousseau, Louisiana Operations Apprenticeship Tech Leader, The Dow Chemical Company

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Hamilton-Ryker's Workforce Development Division

TalentGro



The People You Need... When You Need People



Link to OA Bulletin 2010-17:

<https://www.doleta.gov/OA/bul10/Bulletin%202010-17%20Leasing%20Agencies%20and%20Leased%20Employers.pdf>

Growing today's talent for tomorrow's success



Virtual Reality Training



Forklift Training (VR)

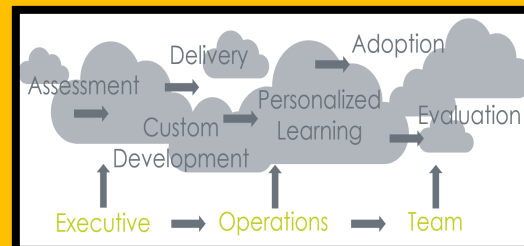
Intermediary for Pre-Apprenticeships
Registered Apprenticeship and IRAP
Programs



Apprenticeship

Workforce Development Solutions

Customized Solutions



Incumbent Worker Apprenticeships





Work-Based Learning Pathway

Pre-Apprenticeship

Basic (Boot)

- Basic Manufacturing Equipment and Materials training
- Basic safety -could result in OSHA 10
- Soft skills training (communication, punctuality, productivity, conflict resolution)
- Life skills (planning skills – transportation to work, childcare, basic nutrition, personal finances)

- Build upon Basic and assess if individual has the capacity to meet the minimum standards for selection to a Registered Apprenticeship program
- Benefit from classroom and technology-based training
- Teach basics of Lean Manufacturing
- Build literacy, math, English, and work-readiness skills
- Increase of wage from Basic

IRAP/ Registered Apprenticeship

- Build upon the Pre-Apprenticeship Program
- Develop On-the-job training through mapping necessary skills and knowledge to be fully proficient at the job.
- Apprenticeship programs provide occupation-specific technical instruction and on-the-job training, blending classroom and experiential learning
- Designed to meet time standards, competency standards or a hybrid approach
- Apprentices receive increased pay as they meet benchmarks
- RA receive a Nationally Recognized Credential



Apprenticeship Roles and Responsibilities

Many companies can not implement and sustain a Registered Apprenticeship Program, so rely on an Intermediary or Group Sponsorship for their Apprenticeship Program. TalentGro provides Group Sponsor and Intermediary Services for these workforce development solutions.

TalentGro / Intermediary

- Identify and recruit new employees
- Coordinate educational providers
- Employ the apprentices
- Coach and mentor the current workforce
- Provide Related Instruction
- Maintain Compliance with DOL, VA and oversight agencies

Host Employer

- Review, edit, approve all training programs
- Provide on-the-job training (OJT)
- Appoint mentor (journeyman) to work with the apprentice for OJT
- Supply documentation to TalentGro related to Apprenticeship program

TalentGro Timeline for Apprenticeship Programs

Planning Phase

On-going/Implementation/Succession Planning

Start

2 weeks

2 weeks

1-6 months

Monthly

18 months
to 2+ Years



Meet with TalentGro

- Review Apprenticeship Models:
 - Pre-Apprenticeship Complete Program
 - Recruitment Intermediary
 - Incumbent
 - GTO
- Determine roles number of apprentices
- Sign Agreement



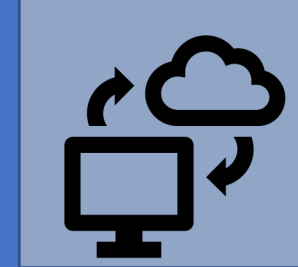
- Review and Apply for Workforce Development Funding
- Review Outlines of RTI and OJT training
- Develop wage scale for each role
- Group application signing
- Approve and sign RA Standards/DOL Appendix A
- VA Application



- Identify Mentors and Supervisors
- Schedule Train-the-Trainer Mentorship Training
- Schedule Host Apprentice interviews
- Train-the-Trainer Workshop



- Launch Apprenticeships (6 month Probationary Period)
- Launch Registered Apprenticeships
- Begin all instruction (RTI and OJT)
- Academic and performance reviews and evaluation



- Monthly reporting
- Quarterly Reviews
- Intermediary Reporting
- DOL / RAPIDS reporting
- Coaching and tutoring
- eLearning and OJT Satisfactory Academic Performance



- RA Apprentice Mentoring Program for new RA's
- Completion of RA and Graduation Ceremony
- DOL Certification



**Hamilton-Ryker's
Workforce Development Division**

TalentGro



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The People You Need... When You Need People



MASSEY ELECTRIC
C O M P A N Y



Training and Safety

We pride ourselves on training our employees properly to ensure the best quality services and safe job sites. We understand that our employees are the backbone of our company and it is important to keep them strong.

003

New Hire Training



Before they enter the field



- Train with retired foreman
 - 20 hours
- Safety training with safety manager
 - 4 hours



Enter 1st year training



- 10 hour OSHA training
- CPR and first aid classes
- 8 hour NFPA 70E Arc Flash Lockout/Tagout Class

Training/Apprenticeship Program

Apprenticeship Program

4 Year Program

Department of Labor Certified.
Receive Certificate From 2-Year
Collegiate Program

Required Hours

576 Classroom Hours
8,000 On-the-job Training Hours

2017-2018 Participants (All Levels)

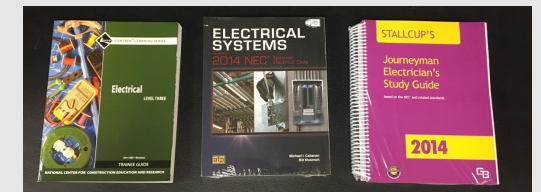
48 – Alcoa
12 – Cleveland
18 - Kingsport



NCCER Curriculum

Supplement with:

- Stallcup's Guide
- ATP Material





Training/Apprenticeship Program

Apprenticeship Program

First Year Classroom Modules – 156 hours

Apprentice Orientation 4 hours

10 Hour OSHA Training

CPR/FIRST AID/AED

Intro to Constructive Math

Hand and Power Tools

Hand Bending

Voice Data and Video

NFPA 70E Arc Flash Training

Basic Electronic Theory

Lighting Applications

Fire Alarm Systems

Device Boxes

Raceways and Fittings

Conductors and Cables

Construction and Electrical Drawings

Electrical Circuits

Electrical Theory

Electrical Test Equipment

OC Sensors

Apprentice



Training/Apprenticeship Program

Apprenticeship Program

Second Year Classroom Modules – 152 hours

Apprentice Orientation 4 hours

Alternating Current

CPR/FIRST AID/AED

Motors Theory and App

Electric Lighting

Conduit Bending

Pull and Junction Boxes

Conductor Installations

Cable Tray

Terminations and Splices

Grounding and Bonding

Circuit Breakers and Fuses

Control Systems

Apprentice



Training/Apprenticeship Program

Apprenticeship Program

Third Year Classroom Modules – 152 hours

Apprentice Orientation 4 hours

Load Calculations

CPR/FIRST AID/AED

Conductor Calculations

Lighting Applications

Hazardous Locations

Overcurrent Protection

Distribution Equipment

Transformers

Commercial Electrical Services

Motor Calculations

Motor Controls

Voice Data and Video

Apprentice



Training/Apprenticeship Program

Apprenticeship Program

Fourth Year Classroom Modules – 154 hours

Apprentice Orientation 4 hours

Load Calculations

CPR/FIRST AID/AED

Health Care Facilities

Standby Systems

Basic Electronic Theory

Fire Alarm Systems

Specialty Transformers

Advanced Controls

Heat Tracing

Motor Operation

Medium Voltage Splices

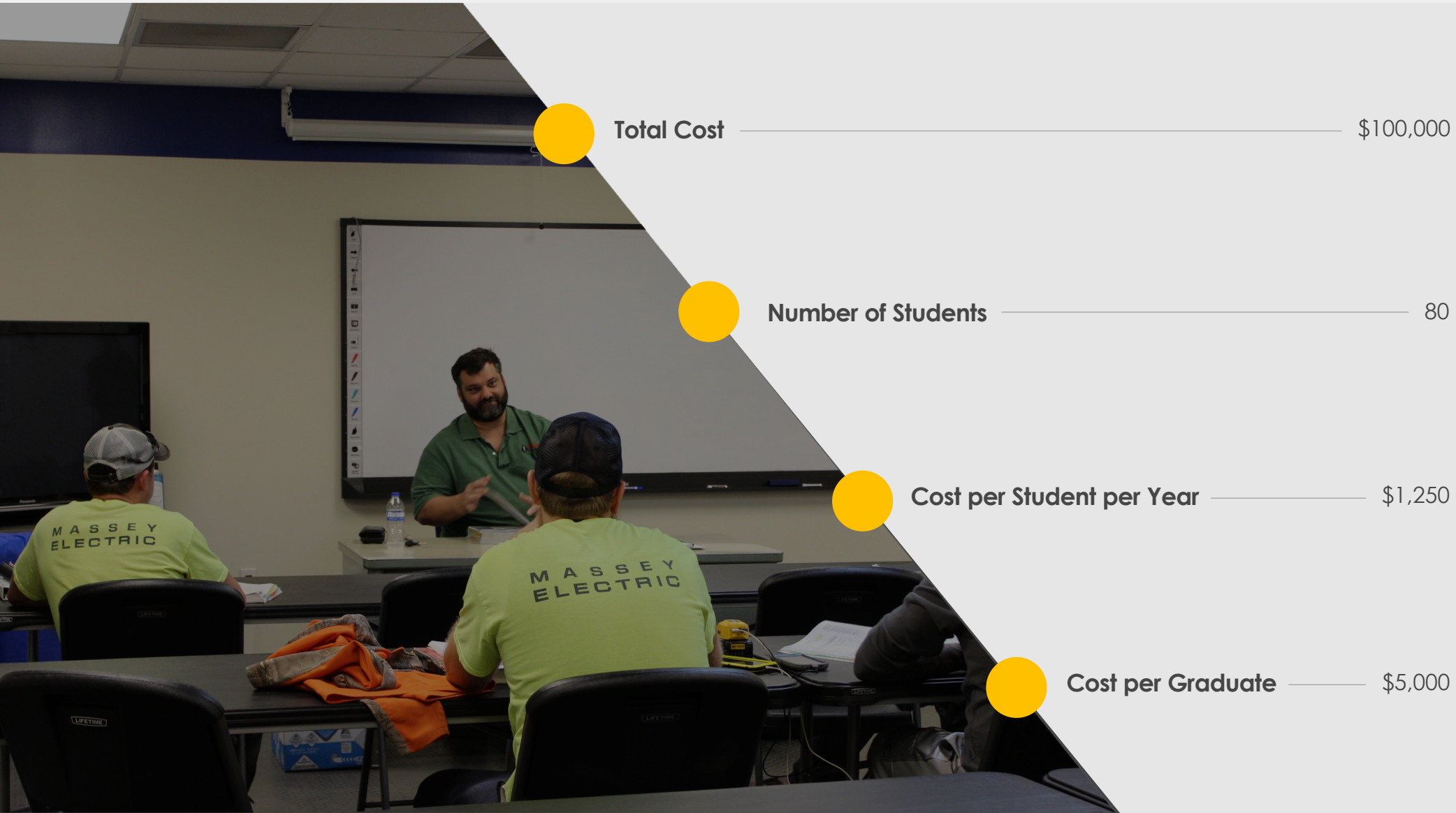
Special Locations

Crew Leadership/NEC Prep

OC Sensors

Apprentice

Apprenticeship Program Cost



Apprenticeship Program ROI

Employer Benefits



Educated electricians

Identify leaders as potential foreman



Improved employee retention

Quality safety training the “Massey Way”



Recruiting tool



Employee Benefits



Receive college credit hours (20-25)

Prepared for NEC Exam



Become licensed electrician in 5 states

Career path



DOL certified



MASSEY ELECTRIC
C O M P A N Y





base camp

</CODING ACADEMY>



In a Nutshell:

- Fast-paced, focused vocational training in computer programming to support the technology needs of local and regional employers.
- Focusing on under-advantaged youth with high motivation, immediately after high school graduation.
- 11.5 months, 40 hours each week, 2,000 hours of total instruction time. Zero cost to the students.
- Located in Water Valley, MS. Population 3,400.
- 501c3



Pilot: 2016-2019

Classes during the Pilot:

2017: 12 Graduated

100% Employed

2018: 9 Graduated

100% Employed

2019: 11 Graduated (May 12th)

6 Employed, 5 currently interviewing.

Regional Market Demand (Opportunities) for Base Camp Graduates?

2017: 3 Regional Companies extended offers

2018: 6 Regional Companies extended offers

2019: 4 Regional Companies extended offers as of May 22nd.

Base Camp graduates are averaging two job offers each.



Board of Trustees



Kagan Coughlin – Co Founder

10 years in mortgage finance and technology with Fannie Mae and FNC, Inc. as an analyst and Director of Product Management, respectively. 10+ years in historic preservation and creative economy initiatives in Mississippi.



Sage Nichols

Currently leads the sales organization for CoreLogic's Valuation Technology Platforms. 15+ years experience in the financial technology space with responsibilities focused on maximizing revenue growth, client relationships, financial planning and analysis, and business intelligence.



Glen Evans – Co Founder

35+ years banking, financial services and financial technology experience including 19 years at First Tennessee bank and 9 years in current role as Executive, Valuation Technology for CoreLogic (NYSE: CLGX), a leading global property information, analytics and data-enabled solutions provider



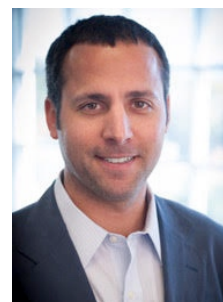
Bethany Cooper

National talent recruiter for CoreLogic with a focus on college and tech recruiting efforts. Experienced in a broad range of responsibilities including HR strategy, talent sourcing, benefit and leave management, training and development, and wellness and innovation programming. Prior to her role at FNC, she spent ten years working in higher education.



Carla Lewis

CIO of C-Spire . Over 20 years in Information Technology, including leading all aspects of innovative software development, infrastructure, database, network operations, and quality assurance as well as commercial data center and cloud services. Ranked as a top technology innovator in the nation.



John Marsalis

Over 15 years in the technology industry leading highly productive engineering teams and organizational transformation in the adoption of agile practices and methodologies. Passionate about culture, technology excellence, and innovation. John currently leads development and testing resources at CoreLogic's flagship valuation technology platform.



It Takes a Village.

Students | Instructors | Employers

Charleston
Coffeeville
Bruce
Water Valley
Pontotoc
South Pontotoc
North Panola
Tupelo
Lafayette
Oxford
Mooreville
Hernando
Coldwater
Ingomar
Horn Lake
Stone Memorial

Sean Anthony,
Executive Director

Nate Clark,
Senior Technical Director

John Terrenzio,
Software Developer in Residence

Fernae Ellard, Instructor

NWCC

C Spire
CoreLogic
FedEx
Mtrade
Elliot Logic
Matilda LLC
University of Mississippi

Renasant Bank
MorganWhite Group



Students:

- Sourcing
 - Go to where they are.
 - Ask for help in identifying and vetting.
- Motivation
 - Have more than one area of motivation.
 - “Free” is not enough.
- Effective intervention strategy
 - Early warnings
 - Trust.
- Do not under-estimate capabilities.
- You cannot want it for the student more than they want it for themselves.



Instructors:

- Motivation
- Clear Expectations
- Sense of Ownership
 - Include in decision making.



~~Employers~~ Customers!

- They want to help and be involved.
 - Program and Curriculum Design
 - Site tours
 - Guest teaching
 - Mentorships / Internships
- Quality Control = Trust
- Feedback loop:
 - Product review, gap analysis, improvement plans.



Financials:

- Benchmark against current talent-sourcing costs.
- Base Camp:
 - ~\$15,000 per student.
- ROI:
 - Private: 12 weeks.
 - Public: 14 months (income tax only.)



Funding: Pilot: 2016-2019

Diane and Dick Scruggs

CSpire

Paige and Glen Evans

CoreLogic

John N. Palmer Foundation

Renasant Bank

Jan and Lawrence Farrington

Northwest Mississippi Community College

FedEx



Sustaining Sponsors: 2019-

CoreLogic

CSpire

Renasant Bank

MorganWhite Group

FedEx

Northwest Mississippi Community College

Delta Regional Authority



Class of 2017



Class of 2018



Class of 2019



Class of 2020[★]



Phase 2.0

Everest: Mississippi's First Rural Education and Innovation Hub

Base Camp Coding Academy

Northwest Mississippi Community College

Corporate Partners

Startup / Incubator Facilities



Phase 2.0





base camp

</CODING ACADEMY>



DELTA REGIONAL AUTHORITY WORKFORCE PROGRAM WORKSHOP

Presented by: Bill Renick

THREE RIVERS PDD

June 4 & 6, 2019

What is WIOA?

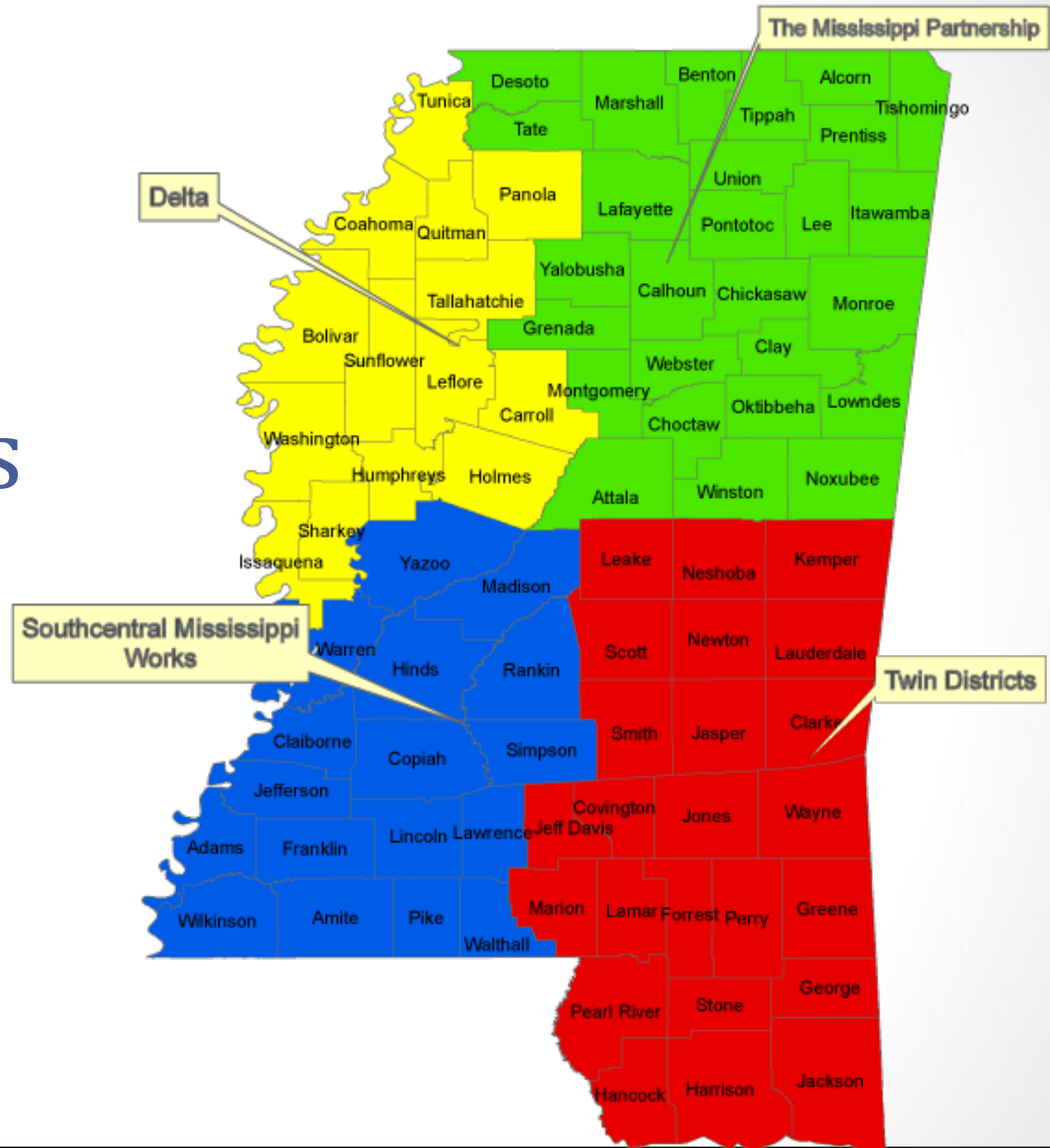


- ▶ Workforce Innovation and Opportunity Act
- ▶ Replaces the 1998 Workforce Investment Act (WIA)
- ▶ Represents a renewed commitment to workforce development.
- ▶ Focuses on prosperity of workers and businesses, and the economic growth of your community and your state.
- ▶ Requires MS to create a single strategic plan for training and skill development, employment services, adult education, and vocational rehabilitation.

State Workforce Plan

- ▶ Mississippi was the 1st State in the Nation to submit WIOA Combined Plan.
- ▶ Mississippi is the 1st State in the Nation to have their plan approved.

4 Local Workforce Areas



Why do we need a Sector Strategy Plan?

- The Mississippi State Workforce Investment Board, in order to maximize the effectiveness of its funding, required each of the workforce development areas to create a sector strategy plan for its workforce area.

Bringing the Resource Together

- In order to develop the Sector Strategy Plan, Three Rivers assembled a Sector Strategy Committee that was composed of representatives from:
 - Local Business and Industry
 - Economic Development Organization
 - Community College & Universities
 - K-12 System Leaders
 - Mississippi Community College Board
 - The Workforce System including ARC, DRA, MDA, MDHS, Three Rivers, Mississippi Partnership, NSPARC
 - Elected Officials

Sector Strategy Plan Goals

Goals

- Create a workforce to mutually meet the needs of industry and business while providing a high quality of life for workers and their families
- Prepare Mississippi Partnership Development Area students to navigate the pathways to successful careers
- Provide the skilled workforce to meet the immediate and anticipated needs of existing industry and to provide the high-demand skills needed for the area to enjoy economic development

Goals

- Create an environment where technical and industrial occupations enjoy parity with academic pursuits
- Develop rapport between industry and education to mutually recognize their interconnectedness, the responsibilities of each, and achieve the goals of both important segments of society

Sector Strategy Plan Objectives

Objectives

- Prepare all graduating high school seniors and early graduating juniors to enter the workforce if they choose not to pursue an academic degree while continuing to enhance the opportunity for those seniors for eventual academic opportunities
- Promote specialized programs which fulfill the needs of career technical students while providing them career-ready opportunities that match the needs of current and aspirational businesses

- The experts that attended the Institute For The Future workshop in March 2017 estimated that around 85% of the jobs that today's learners will be doing in 2030 haven't been invented yet.
- This makes the famous prediction that 65% of grade school kids from 1999 will end up in jobs that haven't yet been created seem conservative in comparison.

THE MISSISSIPPI PARTNERSHIP APPRENTICESHIP PROGRAMS



ITAWAMBA
COMMUNITY COLLEGE

TOYOTA

Advanced Manufacturing Technician Program



ADVANCED MANUFACTURING

Manufacturing Technology
Automation and Control Technician
Computer-aided drafting technicians
Electronic Technician
Electronic Technician/Electrician
HVAC Technician
Industrial Electronics Technician
Industrial Maintenance Technician
Machinists | Tool and Die Makers
Maintenance Technician
Mechatronics Technology*-Mechatronic Technician
Production Technician*-
Welder

INFORMATION TECHNOLOGY

Computer Networking Specialist | Network Analyst
Computer Programming Technician
Computer Support Specialist | Computer Systems Administrator
Computer-Control Programmers & Operators | Computer Technician
Cybersecurity Technology | Information Security Analyst
Executive Secretary | Administrative Assistant
Graphics Design Technologist
Healthcare Data Entry Technician/Clerk
Medical Billing & Coding Clerk
Medical Office Manager | Medical Office Administrative Assistant
Network Administrator | Network Technician | Network Programmer Analyst |
Network Systems Manager
Software Engineering Technician

HEALTHCARE

Cardio Technician
Dental Hygienist
Emergency Medical Technician
Healthcare Data Entry Technician/Clerk
Licensed Practical Nurse
Medical Assistant
Medical Assistant*
Medical Billing & Coding Clerk
Medical Lab Technician
Medical Office Manager | Medical Office Administrative Assistant
Nurse Assistant/Healthcare Assistant*
Occupational Therapy Assistant
Ophthalmic Technician
Paramedic
Pharmacy Tech*
Physical Therapy Assistant
Radiology Technologist
Registered Nurse
Respiratory Therapist
Surgical Technologist

LOGISTICS

Agricultural/John Deere Technology
Automotive Technology
Aviation Maintenance Technology
Collision Repair Technology
Commercial Truck Driving
Concrete Mixer/Truck Driver Program
Diesel Equipment Technology
Distribution Skills Basic Certification
Forklift Operator

- Apprenticeship programs provide students and workers with an opportunity to acquire the knowledge and skills that lead to well paying jobs while also helping business grow their own skilled workforce.



Earn while you **learn**

- Our program is a collaborative approach that weaves funding available through federal, state, and private resources to support apprenticeship-training modules.
- The MS Partnership Apprenticeship program is intended to develop industry recognized or non-registered apprenticeship programs.

- Alignment and buy-in from both the demand and supply side are critical to the success of the program.

Demand Side

- Local Workforce Board work based learning goals identified in approved sector strategy plans and work with sector partners and the business community to determine common skill needs across industries.

Supply Side

- Dedicated MPLWDA Sector Strategy Coordinator who works with local high schools and Community Colleges and WIN Job Centers to provide training and recruit the pipeline to provide students and workers.

- An industry recognized apprenticeship program combines on-the-job training with academic instruction for those entering the workforce.
- They are designed with the purpose of enhancing the educational process and addressing the skills gap in critical areas.

The Mississippi Partnership Industry Recognized Apprenticeship Programs



**Careers in Advanced Manufacturing
& Technology (CAMT) Program**



NORTHEAST
MISSISSIPPI COMMUNITY COLLEGE

Tiger Apprenticeship Program



**Advanced Manufacturing Partnership
A.M.P.**

Administration & Oversight

- The MPLWDA administers the program.
- WIOA funds are used in a public/private partnership with employer funds paying the wages of the apprentices participating in the CAMT, Tiger, or AMP Programs.
- MPLWDA coordinates the priority and appropriate use of funds for the programs.

- Community Colleges will be responsible for:
 - ✓ Executing agreements between employers and training providers
 - ✓ Reimbursement of program expenditures
 - ✓ Tracking and reporting expenditures
 - ✓ Oversight of participant enrollment, tracking, and reporting

Funding

- Funding is provided by the MPLWDA with WIOA funds and private funds from the participating businesses.
- Businesses are provided a \$5 per hour subsidy per apprentice up to 1,000 hours of work per year.
- Business are requirement to have a minimum per hour match of \$7, which means the apprentice is required to make a minimum of \$12 per hour.

Eligibility

Student Eligibility

- Students must be enrolled in a career technical program that leads to employment in our target sectors.
- Students must meet WIOA adult or dislocated worker eligibility requirements.
- Students will be referred to participating employers for acceptance into the apprenticeship program.

Business Eligibility

- Businesses must create job opportunities in our target sectors.
- Business must commit to hire apprentices and pay a minimum of \$12 an hour.
- Businesses are encouraged to offer incremental wage increases to apprentices as their skill levels increase.
- On the job learning conducted at the work site must directly relate to the apprentice's course of study.

Recruitment

- The MPWDA and community colleges as well as WIN Job Centers are used to make students and companies aware of the program.
- Employer associations, such as the Mississippi Manufacturer's Association, Mississippi Economic Council, Mississippi Hospital Association, and the Mississippi Energy Institute, are also used to solicit employer participation.

Training

- Training must lead to an industry-recognized credential and must align with our sector strategy plan.
- Companies in coordination with the community college system is responsible for developing a training outline for the on the job learning component that reinforces skills and competencies learned in the classroom.
- Companies provide supervision and mentorship to reinforce learning while students are in the program.

Participant Enrollment, Tracking, & Reporting

- Tracking and reporting requirements may vary based on fund source. However, all participants are required to be enrolled into the WIOA Adult or Dislocated Worker and entered into MS Works system.

Testimonials

Bethanie Humphries, Training and Development Specialist at Toyota Motor Manufacturing Mississippi states:

We are now at the point with the AMT program where we can fill the majority of our skilled TM openings with our AMT graduates – which means we have the opportunity to train students on the Toyota Way prior to becoming Toyota Team Members so they are able to contribute to the company immediately upon full time hire rather than having a learning curve as most external hires would experience. Also, as a result, we would like for other local companies to begin sponsoring students so that the AMT program is sustainable through ICC.

Itawamba Community College College's Careers in Advanced Manufacturing
Community Colleges of Appalachia Volume 5 Number 5:

With the CAMT program, the college outcomes far outweigh those for industry. While the industry outcome is a pipeline of skilled workers who are better trained with real-world work experience paired with classroom instruction, the college outcomes are threefold. "The program provides those skilled workers currently needed as well as increases the skilled workforce in the area to recruit more industry," said Dr. Joe Lowder, Dean of Economic and Community Services. In addition, the program provides income to adult learners who are reluctant to leave their jobs to skill up to a better job. "It gives them an opportunity to earn while they learn," Lowder said. Itawamba Community College also can also market the program to parents who have previously been hesitant to send their traditional-age students to career and technical programs because of the outdated perception of industry-related jobs.

Itawamba Community College College's Careers in Advanced Manufacturing
Community Colleges of Appalachia Volume 5 Number 5:

"With all of the training equipment that ICC has, there are tons of subjects to go over and learn, but being able to work while I go to school and compare school and work situations greatly improves my learning," said Industrial Maintenance student Matthew Huffman. "I am also going to be able to continue my career with the same company (Cooper Tire) that allowed me to learn at work while working around my school schedule."



BUILDING A WORKFORCE FOR TOMORROW THE U.S. APPRENTICESHIP PROGRAM EST. 2015

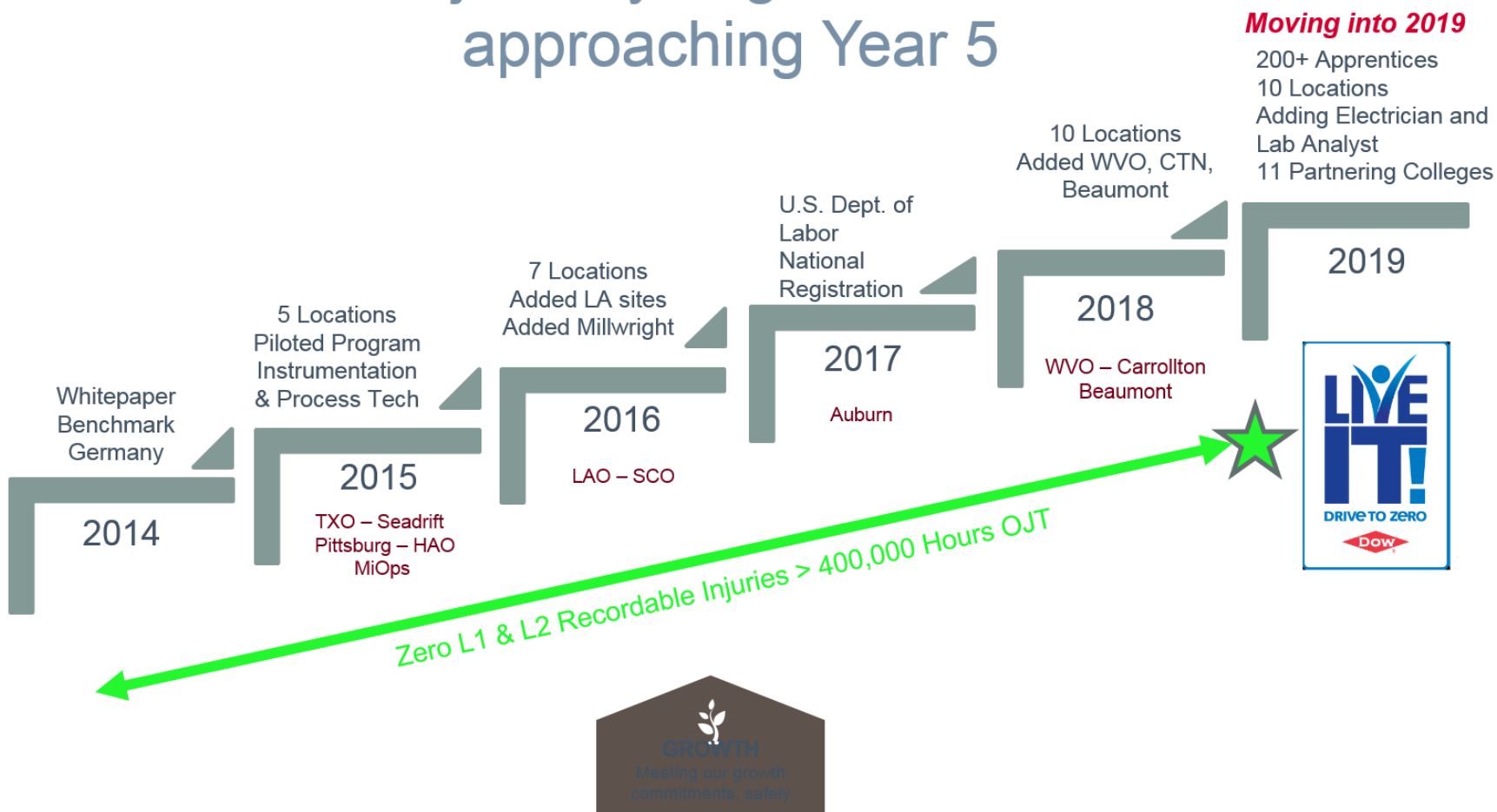


DAVID ROUSSEAU

June 4, 2019

US APPRENTICESHIP PROGRAM

Our journey began in 2015 & approaching Year 5



USAP RETURN ON INVESTMENT

- U.S. Dept. of Labor Fact Sheet - International Studies show for every \$1.00 spent on Apprenticeships, employers get back an average of \$1.47 in increased productivity and front line innovation
- Dept. of Commerce/Case Western Reserve University - Research Team estimates that employer earns a return of between \$1.30 and \$3.00 for every \$1.00 spent
- Dow Apprenticeship major ROI Benefits:
 - Offset expenses of existing site specific hiring programs
 - Standardized work process across sites which enables a streamlined, efficient process
 - Develops a dedicated, flexible, loyal workforce that is poised to move into higher technical job roles
 - An improved set of soft skills, specific occupational skills and a deep foundation of applied technical and academic knowledge
- Dow Apprenticeship Total Cumulative ROI for years 1-5 estimated at 4.12 %
 - Delivering value in years 3, 4, and 5; executing basic job tasks, certifying on jobs
 - Based on conservative 5% return in years 4 & 5 on OJT/Education
 - Gain in Productivity output – providing value on the job after 6 months, certifying on jobs at 2 year level



SITE AND PARTNER COLLEGES

City	State	Partner College
Freeport	Texas	Brazosport College
Houston Area	Texas	San Jacinto College
Beaumont	Texas	Lamar Institute of Technology
Seadrift	Texas	Victoria College
Plaquemine	Louisiana	River Parishes Community College via Louisiana Community & Technical Colleges (LCTCS)
Hahnville	Louisiana	River Parishes Community College - Reserve Campus via Louisiana Community & Technical Colleges (LCTCS)
Carrollton	Kentucky	Jefferson Community and Technical College
South Charleston	West Virginia	Bridgevalley Community & Technical College
Midland & Auburn	Michigan	Delta College



PROGRAM STRATEGY

- 3-4 year program consists of a college education combined with on the job training
 - 2 year associate degree at partnering college
 - Dept. of Labor accreditation - OJT required hours
 - ✓ 4160 OJT hours – Operator/Millwright
 - ✓ 4960 OJT hours – Instrument Tech
 - ✓ 8000 OJT Hours – Electrician
 - ✓ 2000 OJT Hours – Lab Tech
 - ✓ 4000 OJT Hours – Logistic Tech
 - ✓ Normally takes about 3-4 years to gain OJT requirements
- Once degree is completed apprentice is available to work a 40 hour work week
- Transition to full time normally takes place after the 2nd year depending on when the full time role becomes available and completion of the degree.

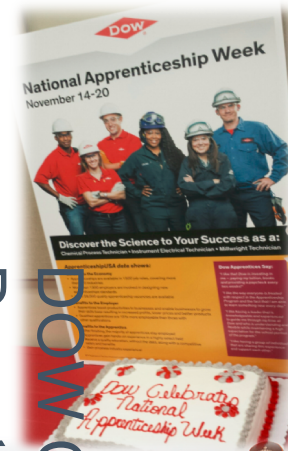
PROGRAM STRATEGY

- Currently we offer apprenticeships in Instrumentation, Millwright, Electrician, Lab Tech, Logistics Tech, and Operations (Process Technology)
- The student must be accepted into the partner college.
- If student is already in college they must have <30hours toward the degree of study prior to hire in date and have maintained a 2.5 or > in college coursework
- If any remedial courses are needed they must be completed before the start date. Note: this will be determined via ACT scores (19 in Math, 18 in English, 16 in reading required) or applicable placement test scores (the college offers these tests if needed).
- Must maintain a 2.5 while in school.
- Must turn 18 before start date
- Positions will be posted in the December/January time frame
- Interviews will likely be around March each year
- We will likely onboard June 1st.
- If hired the student will attend college 15 credited hours, study for 15 hours and go out to the site 10 hours a week to make 40 hours a week pay.
- This changes each semester, but they will always get paid for school and study time. However many credit hours they attend school they will get equal that in study time, the difference between 40 hours and that number will be the required number of on the job hours.
- Tuition, books, and any other school related fees are paid for.
- Apprentices will be trained by a subject matter expert (field trainer) while on the job.
- The intention is that the apprentices will be selected for full time positions if meeting all the requirements of the program (no guarantees).





U.S. Apprenticeship Program



Proud to be part of the  USAP



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Seek

Together™